

Introduced \_\_\_\_\_  
Public Hearing \_\_\_\_\_  
Council Action \_\_\_\_\_  
Executive Action \_\_\_\_\_  
Effective Date \_\_\_\_\_

## County Council Of Howard County, Maryland

2004 Legislative Session

Legislative Day No. **7**

### Bill No. 24-2004

Introduced by: The Chairman at the request of the County Executive

AN ACT amending the Fiscal Year 2004 Pay Plan for Howard County; establishing pay rates for certain employees effective the first pay date after May 1, 2004; providing for the application of this act; and generally relating to amendments to the Pay Plan for Howard County.

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Introduced and read first time \_\_\_\_\_, 2004. Ordered posted and hearing scheduled.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on \_\_\_\_\_, 2004.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

This Bill was read the third time on \_\_\_\_\_, 2004 and Passed \_\_\_\_, Passed with amendments \_\_\_\_, Failed \_\_\_\_.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

Sealed with the County Seal and presented to the County Executive for approval this \_\_\_\_ day of \_\_\_\_\_, 2004 at \_\_\_\_ a.m./p.m.

By order \_\_\_\_\_  
Sheila M. Tolliver, Administrator

Approved by the County Executive \_\_\_\_\_, 2004

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James N. Robey, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN ALL CAPITALS indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

1           **WHEREAS**, Sections 706 and 707 of the Howard County Charter and Section  
2   1.301 of the Howard County Code provide for the adoption of and amendment to the Pay  
3   Plan for Howard County, which allocates each class of positions to the appropriate pay  
4   grade, and which establishes rules for administration of the Pay Plan for positions within  
5   County government; and

6  
7           **WHEREAS**, for Fiscal Year 2004 the County Executive proposed, and the  
8   County Council approved, a 2% cost-of-living adjustment for teachers and general  
9   government employees and step increases for those eligible, with the adjustment being  
10  effective the first pay date in July; and

11  
12          **WHEREAS**, because of the uncertainty surrounding the State budget and its  
13  potential impact on the Howard County budget, a second 2% of the cost-of-living  
14  adjustment was held back by the County and placed in the contingency reserve account of  
15  the General Fund for FY 2004; and

16  
17          **WHEREAS**, based on the revenue and expenditure levels for the first 10 months  
18  of Fiscal Year 2004, the County Executive has determined that the County's financial  
19  condition allows it to grant the second 2% of the cost-of-living adjustment for the  
20  remainder of the fiscal year, and therefore has recommended that the second 2% be  
21  granted to general government employees for the final two months of FY 2004; and

22  
23          **WHEREAS**, under Section 1.301(c) of the County Code the Pay Plan, and any  
24  amendments thereto, are adopted by the County Council as attachments to the Council  
25  Bill through which the County Council exercises its legislative action on the Pay Plan.

26  
27   ***Section 1. Be It Enacted by the County Council of Howard County, Maryland that it***  
28   *adopts amendments to the Fiscal Year 2004 Pay Plan of Howard County, as attached to*  
29   *this Bill.*

1    ***Section 2. And Be It Further Enacted*** by the County Council of Howard County,  
2    *Maryland, that the provisions of this Act shall apply beginning with the first pay date*  
3    *after May 1, 2004.*

4  
5    ***Section 3. And Be It Further Enacted*** by the County Council of Howard County,  
6    *Maryland, that this Act shall become effective 61 days after its enactment.*

## Salary Schedules

Hourly rates for Employees of Howard County are as provided in the General Salary Schedule, except that hourly rates for positions included in Unit Descriptions in collective bargaining agreements shall be in accordance with the following schedules:

- (1) *H Schedule* for employees within the Unit Description as contained in the collective bargaining agreement between the County and Local 3085 of the American Federation of State, Local and Municipal Employees;
- (2) *P Schedule* for employees of the Police Department who are within the Unit Description as contained in the collective bargaining agreement between the County and Local 86 of the International Union of Police Associations; and
- (3) *F-40 Schedule* for employees of the Department of Fire and Rescue Services who are within the unit description as contained in the collective bargaining agreement between the County and Local 2000 of the International Association of Firefighters, and who work a 40 hour week; and
- (4) *F- 48 Schedule* for employees of the Department of Fire and Rescue Services who are within the unit description as contained in the collective bargaining agreement between the County and Local 2000 of the International Association of Firefighters, and who work a 48-hour week.

### Howard County General Salary Schedule FY 04

Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
A	\$8.19	\$8.45	\$8.71	\$8.97	\$9.23	\$9.53	\$9.82	\$10.12	\$10.42	\$10.75	\$11.07	\$11.39	\$11.74	\$12.10
B	\$9.08	\$9.34	\$9.64	\$9.93	\$10.24	\$10.55	\$10.86	\$11.20	\$11.54	\$11.89	\$12.25	\$12.62	\$13.01	\$13.39
C	\$10.05	\$10.35	\$10.68	\$11.00	\$11.33	\$11.68	\$12.04	\$12.40	\$12.79	\$13.17	\$13.59	\$13.98	\$14.41	\$14.85
D	\$11.14	\$11.48	\$11.84	\$12.19	\$12.56	\$12.95	\$13.34	\$13.73	\$14.17	\$14.60	\$15.03	\$15.50	\$15.96	\$16.45
E	\$12.34	\$12.71	\$13.11	\$13.50	\$13.92	\$14.34	\$14.77	\$15.23	\$15.68	\$16.18	\$16.67	\$17.15	\$17.67	\$18.21
F	\$13.67	\$14.09	\$14.52	\$14.96	\$15.42	\$15.90	\$16.37	\$16.86	\$17.38	\$17.92	\$18.45	\$19.02	\$19.59	\$20.19
G	\$15.16	\$15.62	\$16.10	\$16.58	\$17.09	\$17.62	\$18.14	\$18.70	\$19.27	\$19.85	\$20.45	\$21.07	\$21.71	\$22.37
H	\$16.78	\$17.30	\$17.82	\$18.37	\$18.93	\$19.51	\$20.10	\$20.72	\$21.35	\$21.99	\$22.67	\$23.35	\$24.05	\$24.79
I	\$18.60	\$19.17	\$19.76	\$20.35	\$20.98	\$21.62	\$22.27	\$22.94	\$23.63	\$24.37	\$25.10	\$25.87	\$26.65	\$27.46
J	\$20.61	\$21.23	\$21.87	\$22.54	\$23.24	\$23.93	\$24.67	\$25.42	\$26.18	\$26.99	\$27.81	\$28.65	\$29.52	\$30.41
K	\$22.82	\$23.52	\$24.24	\$24.97	\$25.76	\$26.52	\$27.34	\$28.17	\$29.02	\$29.90	\$30.81	\$31.74	\$32.70	\$33.69
L	\$25.29	\$26.07	\$26.87	\$27.66	\$28.52	\$29.38	\$30.28	\$31.20	\$32.17	\$33.14	\$34.14	\$35.17	\$36.23	\$37.32
M	\$28.02	\$28.89	\$29.75	\$30.66	\$31.60	\$32.57	\$33.56	\$34.57	\$35.62	\$36.71	\$37.83	\$38.97	\$40.15	\$41.37
N	\$31.05	\$32.00	\$32.97	\$33.97	\$35.01	\$36.07	\$37.17	\$38.31	\$39.47	\$40.68	\$41.91	\$43.18	\$44.49	\$45.82
O	\$34.39	\$35.45	\$36.53	\$37.63	\$38.78	\$39.97	\$41.19	\$42.44	\$43.74	\$45.06	\$46.42	\$47.84	\$49.29	\$50.78
P	\$38.11	\$39.25	\$40.46	\$41.70	\$42.96	\$44.27	\$45.63	\$47.00	\$48.44	\$49.93	\$51.45	\$53.01	\$54.60	\$56.24
Q	\$42.22	\$43.51	\$44.83	\$46.21	\$47.61	\$49.05	\$50.55	\$52.09	\$53.68	\$55.31	\$57.01	\$58.73	\$60.51	\$62.33
R	\$46.77	\$48.21	\$49.66	\$51.17	\$52.74	\$54.35	\$56.01	\$57.72	\$59.46	\$61.28	\$63.15	\$65.06	\$67.03	\$69.05
S	\$51.83	\$53.41	\$55.04	\$56.71	\$58.44	\$60.22	\$62.04	\$63.94	\$65.89	\$67.90	\$69.97	\$72.09	\$74.27	\$76.50

Hourly rates for Employees of Howard County are as provided in the General Salary Schedule, except that hourly rates for Police Sergeants, Lieutenants and Captains are contained in the *PM Schedule*, and hourly rates for Fire Captains, Battalion Chiefs, and Deputy Chiefs in the Department of Fire and Rescue Services are contained in the *FM Schedule*.

### H SCHEDULE FY 04

Pay Grade	Minimum Base Pay	Maximum Base Pay
H2	\$10.48	\$ 14.78
H 3	10.98	15.53
H 4	11.82	16.71
H 5	12.75	18.00
H 6	13.39	19.37
H 7	14.08	20.87
H 8	15.12	22.48
H 9	17.13	25.45
H 9W	17.61	25.93

### P SCHEDULE FY 04

Pay Grade	Minimum Base Pay	Maximum Base Pay
PPO	\$17.44	\$17.87
PO	18.33	24.98
PFC	21.04	28.66
CPL	22.52	30.72

### PM SCHEDULE FY 04

Steps		1	2	3	4	5	6	7	8	9	10
<b>Rank</b>											
	mos.		72	84	96	108	120	132	144	156	168
<b>Sergeant</b>											
(PM1)		\$24.94	\$25.82	\$26.70	\$27.64	\$28.61	\$29.61	\$30.66	\$31.72	\$32.84	\$33.98
	mos		84	96	108	120	132	144	156	168	180
<b>Lieutenant</b>											
(PM2)		\$27.64	\$28.61	\$29.61	\$30.66	\$31.72	\$32.84	\$33.98	\$35.18	\$36.40	\$37.68
	mos.		96	108	120	132	144	156	168	180	192
<b>Captain</b>											
(PM3)											
		\$30.66	\$31.72	\$32.84	\$33.98	\$35.18	\$36.40	\$37.68	\$38.98	\$40.36	\$41.77

NOTE: An employee paid according to the PM Schedule shall receive, upon completion of 16 years of creditable service, longevity pay equal to 3.5% of the employee's base rate. For purposes of determining the appropriate step within the Police Management (PM) schedule upon appointment of an employee to the position of Police Sergeant, Lieutenant, or Captain, the Personnel Officer shall utilize the employee's length of creditable service.

### F-40 Schedule FY 04

Pay Grade	Minimum Base Pay	Maximum Base Pay
D	\$15.39	\$15.87
E	\$16.03	\$23.65
F	\$17.78	\$26.22
G		
H	\$19.71	\$29.07
I		
J	\$21.82	\$32.22

### F-48 Schedule FY 04

Pay Grade	Minimum Base Pay	Maximum Base Pay
D	\$12.83	\$13.23
E	\$13.36	\$19.72
F	\$14.82	\$21.86
G	\$15.23	\$22.27
H	\$16.42	\$24.23
I	\$16.83	\$24.63
J	\$18.19	\$26.86

### FM Schedule FY 04

Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14
months	66	78	90	102	114	126	138	150	162	174	186	210	234	258
Captain														
40 hrs	\$24.19	\$24.92	\$25.67	\$26.46	\$27.27	\$28.10	\$28.95	\$29.91	\$30.73	\$31.67	\$32.64	\$33.63	\$34.65	\$35.70
48 hrs	\$20.16	\$20.77	\$21.39	\$22.05	\$22.73	\$23.42	\$24.13	\$24.84	\$25.61	\$26.39	\$27.20	\$28.03	\$28.88	\$29.75
months	78	90	102	114	126	138	150	162	174	186	198	222	246	270
Batt Chief														
40 hrs	\$26.80	\$27.59	\$28.45	\$29.30	\$30.19	\$31.11	\$32.09	\$33.05	\$34.05	\$35.08	\$36.16	\$37.25	\$38.36	\$39.53
48 hrs	\$22.33	\$22.99	\$23.71	\$24.42	\$25.16	\$25.93	\$26.74	\$27.54	\$28.38	\$29.23	\$30.13	\$31.04	\$31.97	\$32.94
months	90	102	114	126	138	150	162	174	186	198	210	234	258	282
Dep Chief														
40 hrs	\$31.05	\$32.00	\$32.97	\$33.97	\$35.01	\$36.07	\$37.17	\$38.31	\$39.47	\$40.68	\$41.91	\$43.18	\$44.49	\$45.82